

**Equality Impact Assessments (EqIA)  
Screening Tool to decide if an EqIA is needed**

**1. What is your Service Area and Directorate?**

Service area: Health and Safety

Name of Initiative: Fire Policy

Directorate: Nursing Directorate

**2. What initiative are you screening for relevance to equality?**

New Service

Service Review

Service change

Strategy

Policy

Other

Project

Care pathway

Financial decision/  
Efficiency saving

*Please write in:*

**3. Please give a brief description of the initiative including the aims, objectives, who will be affected and what you are trying to achieve**

*Please write in*

This policy has been updated to reflect changes in management structures in the Health Board and WHTM 05-01 (Firecode – Managing healthcare fire safety)

**4. What does the initiative mainly relate to?**

Direct frontline service delivery e.g. face to face contact with service users



*Please explain why*

This Fire Safety Policy applies to all premises owned or leased by Swansea Bay University Health Board, all employees and ‘others’ working within Swansea Bay University Health Board premises including temporary and agency staff, contractors, volunteers, students and those on work experience.

Where premises are the responsibility of another organisation but are used by the Health Board for its activities, effective cooperation and coordination will be put in place between the Health Board and the Responsible Person controlling the premises necessary to control fire risk.

Indirect front line service delivery e.g. support service provided at a distance



*Please explain why*

The aim of this policy is to:

- Minimise the incidence of fire throughout all activities/services provided by or on behalf of SBUHB for the safety of staff, patients, visitors and others.
- Develop affective arrangements to manage a fire safety emergency including evacuation, firefighting and coordination with Fire & Rescue and other Services.
- Where fire occurs, this policy aims to minimise the impact of such occurrence on life safety, the delivery of patient care, the environment and property.
- Clearly set out its instructions and expectations for its management team to fulfil its responsibilities to effectively manage fire safety for the organisation.

Indirect back room service delivery e.g. support service with no patient contact

*Please explain why*

The aim of this policy is to:

- Minimise the incidence of fire throughout all activities/services provided by or on behalf of SBUHB for the safety of staff, patients, visitors and others.
- Develop affective arrangements to manage a fire safety emergency including evacuation, firefighting and coordination with Fire & Rescue and other Services.
- Where fire occurs, this policy aims to minimise the impact of such occurrence on life safety, the delivery of patient care, the environment and property.
- Clearly set out its instructions and expectations for its management team to fulfil its responsibilities to effectively manage fire safety for the organisation.

**5. Would this initiative be delivered in partnership with other public sector partner organisations or contractors?**

Yes  No

**6. What is the potential impact on the following groups of people including patients or the wider community?**

Group	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
Different racial groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						

<b>Group</b>	<b>High Negative</b>	<b>Medium Negative</b>	<b>Low negative</b>	<b>Neutral</b>	<b>Positive</b>	<b>Unknown</b>
Different age groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Men, women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
People with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Different religions or beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Different sexual orientations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Welsh language speakers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Pregnant women/women who have recently given birth to children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						

Group	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
Marital or civil partnership status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Carers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Different socio-economic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						

### 7. What is the potential impact on staff?

Staff Group	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						

### 8. What is the potential impact on the Human Rights of individuals and in particular to the principles of:

Principle	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
Dignity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Fairness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Independence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						

**9. How visible is this initiative to the general public?**

- High visibility to general public
- Medium visibility to general public
- Low visibility to general public

**10. Does this proposal identify potential negative impacts?**

- Yes  No  Unable to decide

If yes

*Please explain why. Have you fully mitigated these in your plans? If there are residual issues, you will need to proceed to a full EqIA*

If no

*Please explain why and attach an action plan, **if necessary**, indicating how you will ensure that you will have enough information to review this decision in the future.*

Fire Safety is a core element of Health and Safety performance management and is included as a standing item on the agenda for the Health and Safety Operational group and the Health and Safety Committee..

If unable to decide

*Please explain why and indicate what steps you are going to take to be able to reach a conclusion either way.*

**11. Decision**

- Full EqIA required  Full EqIA not required

**12. Sign off**

Assessment team

- a. Mark Parsons
- b.
- c.
- d.

Lead for the initiative: Mark Parsons

Signature:

Date: 27 July 2020